



Commission on Equity Agenda

Refer to the bottom of the agenda for meeting information.

Monday, August 25, 2025

5:30 PM

Council Chambers and Online

1. Call to Order

2. Roll Call

3. Land Acknowledgement

We, the City of Lacey, are on the ancestral land of the Tribal People of the Treaty of Medicine Creek, including the Nisqually Indian Tribe and Squaxin Island Tribe. We acknowledge and remember those Tribal People not recognized today who were absorbed or relocated into other tribes for survival. We recognize the ancestors and their descendants who are still here. We recognize and respect the Tribal People of the Treaty of Medicine Creek as the traditional stewards of this land since time immemorial and their role today in taking care of these lands in perpetuity. We recognize and have the responsibility to call attention to the histories of dispossession, forced removal, and abridged treaty rights that allowed our nation, state, and city to develop as they have today. We recommend that community members read the Medicine Creek Treaty of 1854.

4. Approval of Agenda, Previous Meeting Minutes, and Consent Items

- A. Approval of Agenda
- B. Approval of July 28, 2025, meeting minutes

5. Public Comment

Refer to the bottom of the agenda for instructions on how to provide public comment.

6. Inspirational Item

- A. Annie Clay, Commissioner

7. Business Items

- A. **Lacey Veterans Services Hub Update**
Brian Waananen, Lacey Veterans Services Hub Coordinator
- B. **Community Survey Results Update**
Ty Keltner, Communications Manager

8. Commissioner Reports

9. Director Report

- A. **2025 Retreat Update**
Shannon Kelley-Fong, Assistant City Manager

B. Diversity Equity Inclusion and Belonging (DEIB) Advisory Board Regional Meeting

Shannon Kelley-Fong, Assistant City Manager

10. Adjourn

Next Meetings and Upcoming Events

- **Commission on Equity Retreat** - September 6, 2025 - 9:00 a.m. at Lacey Veterans Services Hub
- **Commission on Equity Meeting** - September 22, 2025 - 6:00 p.m. at TBD
- **Commission on Equity Meeting** - October 27, 2025 - 5:30 p.m. at City Hall or remote

Attendance and Public Comment

Attend Remote or In-Person

There are several ways to attend the Commission on Equity Meeting:

In-Person:	Council Chambers at Lacey City Hall 420 College Street SE, Lacey, WA 98503
Zoom:	https://us02web.zoom.us/webinar/register/WN_1gH2NKgFRgyAgkXNdIXzlg
City Website:	https://cityoflacey.org/government/public-meetings/
YouTube:	https://www.youtube.com/watch?v=K5fQaSCFuJ4
Phone:	(888) 788-0099 or (877) 853-5247 (Webinar ID 819 8693 2481)

Verbal Public Comment

Each speaker is limited to three minutes. Comments are welcome on matters connected to City business or specific agenda items.

Prior to starting your comments, please provide your:

- a. Name
- b. City of residence or connection to the City
- c. Topic or subject matter of your comments

The opportunity for verbal public comment is available in-person or by Zoom:

In-Person:	Use the sign-up sheet located in the meeting room.
Zoom:	Preregister using the following Zoom link no later than two hours prior to the meeting: https://us02web.zoom.us/webinar/register/WN_1gH2NKgFRgyAgkXNdIXzlg

Instructions and access details will be provided once registration is complete.

Written Public Comment

Please email written public comments to coe@cityoflacey.org. The comment period will close two hours before the meeting time. Commissioners will receive all written public comments provided by this deadline. Comments may not be addressed during the meeting. All comments are part of the official record.



Commission on Equity Minutes

Monday, July 28, 2025

Council Chambers and Online

1. Call to Order

Chair Sauer called the meeting to order at 5:30 p.m.

2. Roll Call

COMMISSIONERS PRESENT: Kim Sauer, Chair; Thelma Jackson, Vice Chair; Commissioners Clifton Brown, Annie Clay, Makieda Hart (remote), and Jon Hegwood (remote); and Kieran Sills-Powell, Lacey Youth Council Representative (remote)

COMMISSIONERS EXCUSED: Commissioner Raul Garza

STAFF PRESENT: Shannon Kelley-Fong, Assistant City Manager; Veronica Hand, Equity and Inclusion Program Manager; and Brandy Legomina, Deputy City Clerk

3. Land Acknowledgement

Commissioner Clay presented the abbreviated Land Acknowledgment.

4. Approval of Agenda, Previous Meeting Minutes, and Consent Items

- A. Approval of Agenda
- B. Approval of June 23, 2025, meeting minutes

Vice Chair Jackson moved to approve the agenda, previous meeting minutes, and consent items. Commissioner Brown seconded. The motion carried.

5. Public Comment

No verbal public comment was received either in person or remotely, and no written public comment was received.

6. Inspirational Item

- A. Thelma Jackson, Vice Chair

Vice Chair Jackson shared quotes from Margaret Mead, an American cultural anthropologist and author, emphasizing the power of small, committed groups to create meaningful change and the importance of aligning actions and words.

7. Business Items

A. Veterans, Active Duty, and Families Community Forum Recap

Peyton Griffin, Communications Intern

Griffin provided a summary of the community forum held on May 28, 2025, at the Lacey Veterans Service Hub, which was attended by approximately 32 participants. Panelists led small group discussions focused on lived experiences, equity, inclusion, and participation. Discussion ensued.

B. 2025 Work Plan Review

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong provided a status update on the 2025 Work Plan, which includes various initiatives centered on engagement, policy, programs, and community events. Discussion ensued.

8. Commissioner Reports

A. 50th Anniversary Block Party

Thelma Jackson, Vice Chair
Clifton Brown, Commissioner
Annie Clay, Commissioner

Vice Chair Jackson and Commissioners Brown and Clay provided a summary of the New Life Baptist Church's 50th Anniversary Block Party, held on July 26, 2025. This event is one of three planned celebrations during the year. Discussion ensued.

The Commission also recognized Sills-Powell for her involvement as the Commission's Youth Council Representative and encouraged her continued participation. Kelley-Fong provided an update on the Lacey Youth Council recruitment process.

9. Director Report

A. Equity Map

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong announced that the City's Equity Map is now available to the public via the City's website.

B. National Community Survey

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong reported that a statistically valid number of responses have been collected for the National Community Survey. Results are expected to be released soon.

C. Diversity Equity Inclusion and Belonging (DEIB) Advisory Board Regional Meeting

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong provided an update on the upcoming joint regional meeting with the Thurston County Racial Equity Commission and the City of Olympia's Social Justice Committee. The meeting is tentatively scheduled for September 22, 2025, at the Atrium.

D. Potential Human Services Commission Joint Meeting

Shannon Kelley Fong, Assistant City Manager

Kelley-Fong briefed the Commission on a potential future meeting with the Human Services Commission.

Kelley-Fong also shared updates on the upcoming Commission on Equity Retreat scheduled for September 6, 2025, and discussed new community outreach handouts for upcoming events.

10. Adjourn

Chair Sauer adjourned the meeting at 7:08 p.m.